

ABSTRACT

RESEARCH PAPER: Nurse Job Satisfaction and Empowerment in Magnet and

Non-magnet Hospitals

STUDENT: Kendra Slocum, RN, BSN, BC

DEGREE: Masters of Science

COLLEGE: College of Applied Science and Technology

DATE: May, 2008

Hospitals with magnet recognition have been effective at recruiting and retaining nurses by addressing and implementing organizational and professional issues (Upenieks, 2003a). Nurses employed in hospitals with magnet recognition programs may have more job satisfaction and empowerment than nurses employed in non-magnet settings. The purpose of this comparative descriptive study is to examine differences in levels of job satisfaction and empowerment among clinical nurses in magnet and non-magnet hospitals. This is a replication of Upenieks' (2003a) study. Kanter's Structural Theory of Organizational Behavior is the theoretical framework. The sample will include professional nurses who provide direct care to patients in four hospitals in Indiana. The anticipated sample is 120 nurses. The revised Nursing Work Index (NWI-R) will measure job satisfaction among hospital nurses and organizational attributes and the revised Conditions of Work Effectiveness Questionnaire (CWEQ-II) will assess empowerment, power and opportunity components of Kanter's Theory. Findings will provide information for nurse administrators regarding nurse job satisfaction and empowerment in magnet hospitals.